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This principle is in accordance with the generally accepted customs and traditions of scientific laboratories. For example, an employee of the ZTN (Zaklad Technologii Nieorganicznej, Enterprise for Inorganic Technology) may, if competent, undertake calculations on distillation installations for alcohol without the mediation of the ZTN in which he is employed, but only through the ZTN can he accept a commissioned study for calculations on a furnace for burning cement.

If the commissioned study belongs within the scope of the institute in which the researcher is employed, the project may be accepted by the scientific laboratory. The contract must mention that the commissioned study is outside the worker's regular duties, but the quality of the study is guaranteed by the scientific laboratory.

Since study projects guaranteed by a scientific laboratory are, on the whole, of a higher quality than individual projects, the contract should also provide remuneration for the manager of the laboratory, who makes corrections in the study and is also responsible for the quality of the project.

A contract covering a commissioned study not requiring original research, such as a technical project, compilation, or checking, may and should include the definite time needed for completing the study and a target date. Penalties for delays should be covered in the contract. This is in accordance with the present practice, but it is applied only in studies of a technical nature or those which involve compilation only. Premiums covered by the rates schedule would apply only to studies which are completed exceptionally quickly or for the introduction of real improvements by an employee.

All possible elements of a compulsory nature should be eliminated from a contract on studies requiring original experimental research. This includes background research which is usually the starting point for the researcher. This part of the study should be discussed in accordance with the foregoing procedure.

Original research should not be burdened with time-limit stipulations. However, short monthly progress reports should be given to the originator of the project.

To eliminate an atmosphere of tenseness, the time and the target date for experimental studies of the highest scientific level should not be strict. The pay policy, given below, would be the stimulus for accelerating the course of the work and for getting concrete results.

On commissioned studies, the remuneration consists of three types: (1) according to time consumed by the employee, (2) according to originality of the idea, and (3) premium, if any. Remuneration based on the table below, for time consumed, is specified in the contract. Remuneration for the originality of the idea and the premium are computed after the study has been completed.

The proposed pay table shown here is based mainly on Engineer Filipkowski's plan. The difference lies in the recommendation for a premium on a percentage basis rather than a set amount. The object, on prolonged research, is to preclude submitting unfinished and fragmentary results as final ones.

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Table of Points

<u>Remuneration by</u>	<u>Level of Study</u>		
	<u>Scientific</u>	<u>Technical</u>	<u>Other</u>
Time Consumed			
Hourly	0.4	0.3	0.2
Monthly	40.0	30.0	20.0
For originality of idea	10-40	4-20	1-20
Extra premium in proportion to the remuneration for time consumed	up to 100%	up to 50%	up to 30%

For a study not exceeding ten points, the terms of the agreement and the acceptance and evaluation of the study may be made by an authorized representative of the originator of the project, without the participation of a commission.

A protocol from a commission is required to conclude a contract for a study exceeding ten points. It is suggested that payment of 75 percent of the remuneration for time consumed be made on the approval of an authorized representative of the project initiator when the work is delivered; or in experimental research, upon receipt of the monthly report. The balance should be paid after the commission receives the completed study, or that part of the study which is complete in itself, after determination of the remaining elements of remuneration.

This principle would be something new compared to the present procedure. Checking of the work by the study initiator's experts often delays transmittal to the commission, and this discourages a scientific worker from undertaking a commissioned study on which payment might be greatly delayed. This is particularly important on prolonged studies on a high scientific level. According to the proposal, the worker would be paid each month on the basis of short monthly progress reports.

It is suggested that the commissioned study be divided into parts, each complete in itself, with credit given separately on each part. The contract could provide for withholding up to 10 percent of the total remuneration for the integration of the work as a whole. For this final integration, a separate period may be provided until the study is completed. The purpose of dividing long-term studies into separate parts is to encourage the researcher to set forth results in a concrete form.

On independent studies not requiring the use of the scientific institute's laboratory nor guaranteed by the scientific institute, the remuneration should cover costs of materials. For this reason, 20 percent of the remuneration is tax exempt in accordance with the rules of the treasury. This is in accordance with the present procedures but is applicable only to independent studies.

For research at the scientific institute's laboratory and backed by the institute, the remuneration is reduced by 20 percent, which amount is turned over to the scientific institute to cover the costs connected with the studies. In such a case, the employee is not burdened with costs and his income tax is figured on his total remuneration. This is a modification of a former practice which was adapted to conditions at the scientific laboratory.

In case the 20 percent deducted from the remuneration is not sufficient to cover the institute's costs, the project initiator pays an additional lump sum to the institute. It is proposed that, if necessary, the scientific institute engage additional help at the expense of the project initiator.

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This proposal is new, since it suggests a basis for reimbursing the scientific laboratory for actual costs, if they exceed 20 percent of the remuneration. The present rules provide that such costs be borne by the scientific laboratory or by the employee without reimbursement, or that the project initiator replace the materials used. This generally leads to minute calculations and involved correspondence, and places a needless burden on the researcher to account for material used. This recommendation for the reimbursement for costs is consistent with the sliding scale now in use to reimburse laboratories for analyses and appraisals: 20 percent for appraisal; 40 percent, sometimes more, for an appraisal involving laboratory tests. The remaining 60-80 percent is for the employees working on the study on their own time, and of this amount, up to 20 percent is paid to the manager responsible for the study.

To summarize, it is proposed that:

1. A legal basis be created for commissioned research projects contracted through scientific laboratories in institutions of higher learning that will guarantee the quality of the scientific study without being obligated to carry long-term costs and risk.
2. A legal basis be created for concluding contracts on commissioned original research studies on the highest scientific level, which will not be burdened with strict time limits.
3. A legal basis be created for prorated payment on prolonged research studies.

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